## Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

## Internal Revenue Service Office of the Chief Counsel (IRSCC)

For 4th Quarter 2019 for period ending September 30, 2019

			Co	mpara	tive Da	ta
<b>Complaint Activity</b>	Pro	evious ]	Fiscal Y	Year D	ata	2010 Th 00 20
	2014	2015	2016	2017	2018	2019 Thru 09-30
Number of Complaints Filed	7	8	3	6	8	13
Number of Complainants	7	6	3	5	8	9
Repeat Filers	0	2	0	1	0	1

Complaints by Pagis		(	Compa	rative	Data	
Complaints by Basis	Pre	evious 1	Fiscal `	Year D	ata	2019
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2014	2015	2016	2017	2018	Thru 09-30
Race	2	5	0	4	7	7
Color	2	1	0	3	6	5
Religion	0	0	0	1	2	5
Reprisal	4	3	1	5	7	11
Sex	3	6	1	4	5	8
PDA	0	0	0	0	0	0
National Origin	2	3	0	3	2	5

Equal Pay Act	0	0	0	0	0	1
Age	1	3	1	3	1	7
Disability	0	4	0	2	7	8
Genetics	0	0	0	0	3	4
Non-EEO	2	1	1	1	3	7
		(	Compa	rative	Data	
<b>Complaints by Issue</b>	Pre	vious l	Fiscal `	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2014	2015	2016	2017	2018	2019 Thru 09-30
Appointment/Hire	0	0	0	1	0	0
Assignment of Duties	0	1	0	2	4	1
Awards	0	0	0	1	1	2
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action		-			-	
Demotion	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0
Suspension	0	0	0	0	0	0
Removal	0	0	0	0	0	0
Other	0	0	0	1	0	0
Duty Hours	0	0	0	1	0	0
Perf. Eval./ Appraisal	1	3	0	3	2	8
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	5	4	1	2	5	8
Sexual	1	0	0	2	1	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	1	1	3

Reassignment									
Denied			0	0	0	0	1		0
Directed			0	0	0	0	C	)	0
Reasonable Accommodation D	isability		0	1	0	0	2	2	1
Reinstatement			0	0	0	0	(	)	0
Religious Accommodation			0	0	0	0	(	)	0
Retirement			0	0	0	0	(	)	0
Sex-Stereotyping			0	0	0	0	(	)	0
Telework			0	0	0	1	(	)	1
Termination			0	0	1	0	1		0
Terms/Conditions of Employme	ent		0	1	2	1	4	1	1
Time and Attendance			0	0	0	1	(	)	4
Training			0	1	0	1	1		0
Other				·					
Equal Pay Act Violation			0	0	0	0	C	)	0
User Defined - Other 2			0	0	0	0	C	)	0
User Defined - Other 3			0	0	0	0	C	)	0
User Defined - Other 4			0	0	0	0	C	)	0
				Compa	rative I	Data			
<b>Processing Time</b>	I	Previo	ous	Fiscal Y	ear Dat	a		20	19 Thru
	2014	201	5	2016	2017	201	8		09-30
Complaints pending during fisc	al year								
Average number of days in investigation	230.67	207.	50	249.50	265.00	182.	44		149.17
Average number of days in final action	22.00	0		38.00	0	41.3	38		65.33
Complaint pending during fisca	ıl year wl	here h	ear	ing was i	requeste	d			
Average number of days in investigation	239.00	207.	50	255.00	279.00	208.	00		140.75

Average number of days in final action	4.50		0			0		0		19	.00		92	.00
Complaint pending during fisca	ıl year	wh	ere l	nea	ring	wa	s n	ot re	que	ested	1			
Average number of days in investigation	222.3	3	0			0		237.	00	174	1.20	)	166	5.00
Average number of days in final action	39.50	)	0			0		0		37	.20		52	.00
						C	om	ıpar	ativ	e D	ata			
Complaints Dismissed by Ag	gency		Pre	evic	us l	Fisc	al	Yea	r D	ata		20	19 T	hru
		2	014	20	)15	20	16	201	17	201	.8		09-3	<b>30</b>
Total Complaints Dismissed by Agency	,		2		1	2	2	0		0			1	
Average days pending prior to dismissal		1	2.5	3	37	2	1	0		0			20	
Complai	nts Wi	Withdrawn				Con	ıpla	aina	nts					
Total Complaints Withdrawn by Complainants	y		1		0	(	)	0		0			0	
		-				Co	om	para	ıtiv	e Da	ata			
Total Final Agency Action	ns		Pro	evio	ous	Fisc	cal	Yea	r D	ata		2019 Thru		
Finding Discrimination	Ì	20	)14	20	15	20	)16	5 2017 201		18		09-	30	
		#	%	#	<b>%</b>	#	%	#	<b>%</b>	#	%	#		%
Total Number Findings		0		0		0		0		0		1		
Without Hearing		0	0	0	0	0	0	0	0	0	0	1		100
With Hearing		0	0	0	0	0	0	0	0	0	0	0		0
Findings of Discrimination R	endere	ed				(	Coı	mpa	rati	ive l	Dat	a		
by Basis		Previous Fiscal Year Data 2019												
Note: Complaints can be filed							20	016	20	)17	20	18		'hru 9-30
multiple bases. The sum of the may not equal total complaints						%	#	%	#	%	#	%	#	%
findings.							4	4						
findings.  Total Number Findings			0		0		0		0		0		1	

									_		1	I
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	1	100
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0		0		0		0		0		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0		0		0		0		0		1	
Race	0	0	0	0	0	0	0	0	0	0	0	0

Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0		0
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0		0
Total Number Findings	0		0		0		0		0		1		
	#	%	#	%	#	<b>%</b>	#	<b>%</b>	#	%	#		%
Rendered by Issue	20	)14	20	15	20	16	20	17	20	18	_`	09-	
Findings of Discrimination		Pr	evi	ous	Fisc	cal Y	Yea	r D	ata		20	)19 '	Thru
					C	omp	ara	tiv	e <b>D</b> a	ata			
Non-EEO		0	0	0	0	0	0	0	0	0	0	0	0
Genetics		0	0	0	0	0	0	0	0	0	0	0	0
Disability		0	0	0	0	0	0	0	0	0	0	0	0
Age		0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act		0	0	0	0	0	0	0	0	0	0	0	0
National Origin		0	0	0	0	0	0	0	0	0	0	0	0
PDA		0	0	0	0	0	0	0	0	0	0	0	0
Sex		0	0	0	0	0	0	0	0	0	0	0	0
Reprisal		0	0	0	0	0	0	0	0	0	0	1	100
Religion		0	0	0	0	0	0	0	0	0	0	0	0
Color		0	0	0	0	0	0	0	0	0	0	0	0

•	20	114	20	113	20	110	20	11/	20	110		
	#	%	#	%	#	%	#	<b>%</b>	#	%	#	%
<b>Total Number Findings</b>	0		0		0		0		0		1	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0

Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	1	100
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
Equal Pay Act Violation	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0		0		0		0		0		0	
		0		0		0		0		0		0
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0

Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0

Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
Equal Pay Act Violation	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0		0		0		0		0		1	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
												-

		0	(	)	0	)	0		0		0
		3		5	4		3		3		8
al		3		5	4		3		3		8
	2	014	20	15	20	16	201	7	2018		09-30
ious		Pro	evio	us ]	Fisc	al Y	Year	· D	ata	_	19 Thru
					Cor	npa	arat	ive	Data	].	
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	1	100
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
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0	0	0	0	0	0	0	0	0	0	0	0
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ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	3	6	4	3	3	8
Final Agency Action	0	0	1	1	0	0
	Comparative Data  Previous Fiscal Year Data 2019					
	D					2010
Complaint Investigations	Pre					2019
Complaint Investigations	Pre 2014	vious ]	Fiscal			2019 Thru 09- 30